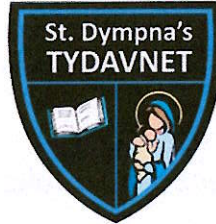
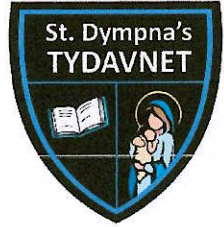


St. Dymphna's National School

Tydavnet, Co. Monaghan.
Roll Number: 19738L



PROTECTED DISCLOSURES POLICY:

What is a Protected Disclosure?

"A protected disclosure means disclosure of relevant information, which in the reasonable belief of the worker, tends to show one or more **relevant wrongdoings** and which came to the attention of the worker in connection with his/her employment".

An individual grievance is to be taken via the Grievance Policy or Complaints Procedure as issued by unions and not as a protected disclosure.

In making a disclosure a worker must reasonably believe the information disclosed to be substantially true. No worker will be penalised simply by getting it wrong so long as the worker had a reasonable belief that the information disclosed shows, or tends to show, wrongdoing.

The Protected Disclosures (Whistle-blowers) Act 2014 (as amended in 2022):

The above Act came into effect on the 16th of July 2014. Schools are required to put a Protected Disclosure policy in place which meets the requirements of the Act. The Board of Management of Saint Dymphna's NS takes the issue of wrongdoing seriously and as a result has drafted this policy.

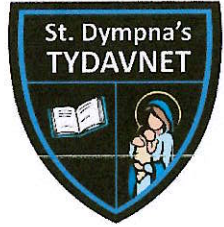
What are "Relevant Wrongdoings"?

Relevant Wrongdoings include but are not limited to the following:

- The commission of an offence.

St. Dymphna's National School

Tydavnet, Co. Monaghan.
Roll Number: 19738L



What is best practice?

If you as a member of staff have a genuine or reasonable concern that there is wrongdoing in the school you should report it to the Principal. If this is not appropriate or possible you should then report it to the Chairperson of the BOM. Workplace grievances should be reported in the normal manner and are not covered by this policy. It should be noted that while internal reporting is encouraged you have the option to raise concerns outside of the school's Board of Management and report to the Secretary General of the DES.

Confidentiality:

Saint Dymphna's NS is committed to protecting the identity of the worker making a protected disclosure and ensuring that protected disclosures are treated in confidence. However, there are circumstances, as outlined in the 2014 Act (as amended in 2022), where confidentiality cannot be maintained, for example, where the Discloser makes it clear that he/ she has no objection to his or her identity being disclosed and/or the identity of the Discloser is critical to an investigation of the matter raised. If it is decided that confidentiality cannot be maintained in the context of an investigation, the school will inform the Discloser in advance that his /her identity will be disclosed.

Signed: Caroline McNally 16/6/26

Chairperson

Signed: Donal Murphy

Principal